

## Office of Personnel Management

## § 894.508

(d) Within 60 *days* of a QLE that allows you to enroll.

### § 894.502 What are the Qualifying Life Events (QLEs) that allow me to enroll?

(a) You or an eligible *family member* lose other dental/vision coverage;

(b) Your annuity or *compensation* is restored after having been terminated; or

(c) You return to pay status after being on leave without pay due to deployment to active military duty.

### § 894.503 Are belated enrollments or changes allowed?

(a) The time limit for enrolling or changing your enrollment may be extended up to 3 months after the date you became newly eligible or had a QLE or after the end of an open season. To qualify, you must demonstrate to the *Administrator* that you were not able to enroll or change your enrollment on time for reasons beyond your control.

(b) If the *Administrator* allows you to make a belated enrollment or enrollment change, you must enroll or change within 30 *days* after the *Administrator* notifies you of its determination.

### § 894.504 When is my enrollment effective?

(a) Open season enrollments are effective on the date set by OPM.

(b) If you enroll when you first become eligible your enrollment is effective the 1st *day* of the pay period following the one in which the *Administrator* receives your enrollment, but no earlier than December 31, 2006.

(c)(1) A belated open season enrollment is effective retroactive to the date it would have been effective if you had made a timely enrollment or request for a change.

(2) Any other belated enrollment or change is effective retroactive to the 1st *day* of the pay period following the one in which you became newly eligible or the date of your QLE.

(3) You are responsible for any retroactive premiums due to a belated enrollment or request for a change.

### § 894.505 Are retroactive premiums paid with pre-tax dollars (premium conversion)?

Retroactive premiums are not paid under premium conversion, except when you are changing your enrollment retroactively as a result of birth or adoption of a *child*. Any additional withholdings for retroactive premiums that are due must be made with after-tax dollars. The *Administrator* will bill you directly for any retroactive premiums that must be paid with after-tax dollars.

### § 894.506 How often will there be open seasons?

There will be an annual open season for FEDVIP at the same time as the annual Federal Benefits Open Season.

### § 894.507 After I'm enrolled, may I change from one dental or vision plan or plan option to another?

(a) You may change from one dental and/or vision plan to another plan or one plan option to another option in that same plan during the annual open season.

(b)(1) If you are enrolled in a dental or vision plan with a geographically restricted service area, and you or a covered eligible *family member* move out of the service area, you may change to a different dental or vision plan that serves that area.

(2) You may make this change at any time before or after the move, once you or a covered eligible *family member* has a new address.

(3) The enrollment change is effective the first day of the pay period following the pay period in which you make the change.

(4) You may not change your *type of enrollment* unless you also have a QLE that allows you to change your *type of enrollment*.

### § 894.508 When may I increase my type of enrollment?

(a) You may increase your *type of enrollment*:

(1) during the annual open season; or

(2) If you have a QLE that is consistent with increasing your *type of enrollment*.

(b) Increasing your *type of enrollment* means going from:

## § 894.509

- (1) Self only to self plus one;
- (2) Self only to self and family; or
- (3) Self plus one to self and family.
- (c) You may increase your *type of enrollment* during the time period beginning 31 *days* before the *QLE* and ending 60 *days* after the *QLE*.
- (d) Your new *type of enrollment* is effective the 1st *day* of the pay period following the pay period in which you make the change.
- (e) You may not change from one dental or vision plan to another, except as stated in § 894.507(b).

### § 894.509 What are the QLEs that are consistent with increasing my type of enrollment?

- (a) Marriage;
- (b) *Acquiring an eligible child*; or
- (c) Loss of other dental or vision coverage by an eligible *family member*.

### § 894.510 When may I decrease my type of enrollment?

- (a) You may decrease your type of enrollment
  - (1) During the annual open season; or
  - (2) If you have a *QLE* that is consistent with decreasing your *type of enrollment*.
- (b) Decreasing your *type of enrollment* means going from:
  - (1) Self and family to self plus one;
  - (2) Self and family to self only; or
  - (3) Self plus one to self only.
- (c) You may decrease your *type of enrollment* during the time period beginning 31 *days* before your *QLE* and ending 60 *days* after your *QLE*.
- (d) Your new *type of enrollment* is effective the 1st *day* of the pay period following the one in which you make the change.
- (e) You may not change from one dental or vision plan or option to another, except as stated in § 894.507(b).

### § 894.511 What are the QLEs that are consistent with decreasing my type of enrollment?

- (a) Loss of an eligible *family member* due to:
  - (1) Divorce;
  - (2) Death; or
  - (3) Loss of eligibility of a previously enrolled *child*.
- (b) Your spouse deploys to active military service.

## 5 CFR Ch. I (1–1–10 Edition)

### § 894.512 What happens if I leave Federal Government and then return?

- (a) Your FEDVIP coverage terminates at the end of the pay period in which you separate from government service. *Exception:* If you separate for retirement or while in receipt of workers' *compensation* as defined in § 894.701, your FEDVIP coverage continues.
- (b)(1) If you return to Federal service after a break in service of fewer than 30 *days*, and you were not previously enrolled in FEDVIP, you may not enroll until the next open season or unless you have a *QLE* that allows you to enroll.

(2) If you return to Federal service after a break in service of fewer than 30 *days*, and you were previously enrolled in FEDVIP, you may reenroll in the same plan(s) and plan option and with the same *type of enrollment* you had before you separated. *Exceptions:*

- (i) If you were enrolled in a dental or vision plan with a restricted geographic service area, and you have since moved out of the plan's service area, you may change to a different dental or vision plan that serves that area.
- (ii) If you have since gained or lost an eligible *family member*, you may change your *type of enrollment* consistent with the change in the number of eligible *family members*.
- (3) If you return to Federal service as a new hire after a break in service of 30 *days* or more, you may enroll if you were not previously enrolled, change your dental or vision plan, and/or change your *type of enrollment*.

## Subpart F—Termination or Cancellation of Coverage

### § 894.601 When does my FEDVIP coverage stop?

- (a) If you no longer meet the definition of an eligible *employee* or *annuitant*, your FEDVIP coverage stops at the end of the pay period in which you were last eligible.
- (b) If you go into a period of nonpay or insufficient pay, and you do not make direct premium payments, your FEDVIP coverage stops at the end of the pay period for which your agency, retirement system, or OWCP last made a premium allotment from your pay.